

SAMPLE PLAN – SUPERINTENDENT

Goal 1: Increase my knowledge of instructional leadership in order to assist in decisions about instruction and district data bases supporting instruction.

Goal 2: Improve my knowledge on how to recruit and retain new teachers.

Goal 3: Increase my knowledge of teacher evaluation to aid in the update of the district's evaluation process.

Activity #1	Take a college course on educational leadership.
Related Goal(s): #1	This activity relates to Goal #1 because it will help me gain additional knowledge about instructional leadership.
CSIP Goal: #2 School Culture and Instructional Program	This activity relates to CSIP Goal #2 in that it will help me understand how an educational leader influences instructional leadership. More specifically, it relates to Goal 2 Strategy A on curriculum design, implementation, evaluation, and refinement and Goal 2 Strategy E on principles of effective instruction.
District/Building PD Plan Goal: 4	This activity relates to PD Plan Goal 4 in that it relates to the improvement of my knowledge of instructional practices and administrative procedures.
Activity #2	Attend one or more workshops/seminars on performance evaluation.
Related Goal(s): #3	This activity relates to Goal #3 because it will help me gain additional knowledge about evaluation of teachers.
CSIP Goal: #3 Management	This activity relates to CSIP Goal #3 in that it will help me better understand how to improve the teacher evaluation process. More specifically, it relates to Goal 3 Strategy B on local operational policies and procedures.
District/Building PD Plan Goal: 2	This activity relates to PD Plan Goal 2 in that it relates to the improvement of my knowledge of instructional practices and administrative procedures.
Activity #3	Conduct research on teacher recruitment to learn what specialists recommend. Prepare a summary of those recommendations and a comparison to district practices.
Related Goal(s): #2	This activity relates to Goal #2 because it will increase my knowledge about best practices for recruiting and retaining teachers and allow me to gain insights on how such practices differ from current district practices and policies.
CSIP Goal: #3 Management	This activity relates to CSIP Goal #3 because it is especially relevant to two Knowledge Indicators under this standard: Goal 3 Strategy B on local operational policies and procedure and Goal 3 Strategy D on management and development of human resources.
District/Building PD Plan Goal: 3	This activity relates to PD Plan Goal 3 as it will lead to the examination and revision of district administrative procedures for recruiting and retaining teachers.

Activity #4	Attend the annual conference of the Illinois Association of School Administrators and participate in sessions on instructional leadership.
Related Goal(s): #1	This activity relates to Goal #1 because it will help me gain additional knowledge about instructional leadership.
CSIP Goal: #2 School Culture and Instructional Program	This activity relates to CSIP Goal #2 in that it will help me understand how an educational leader influences instructional leadership. More specifically, it relates to Goal 2 Strategy D on curriculum design, implementation, evaluation, and refinement and Goal 2 Strategy E on principles of effective instruction.
District/Building PD Plan Goal: 4	This activity relates to PD Plan Goal 4 in that it relates to the improvement of my knowledge of instructional practices and administrative procedures.
Activity #5	Research a sample of teacher contracts from other districts to provide an overall view of regional teacher evaluation procedures and practices.
Related Goal(s): #3	This activity relates to Goal #3 because it will help me gain additional knowledge about teacher evaluation.
CSIP Goal: #3 Management	This activity relates to CSIP Goal #3 in that it will help me understand how important contract details are in the teacher evaluation process. More specifically, it relates to Knowledge Indicator Goal 3 Strategy B on local operational policies and procedures.
District/Building PD Plan Goal: 2	This activity relates to PD Plan Goal 2 in that it relates to the improvement of my knowledge of instructional practices and administrative procedures.